

**Performance Coaching**

1. What is it?

Coaching is a collaborative, solution – focussed, results-oriented, systematic process

2. The Performance Coaching Cycle

Coaching is, at its core, a simple process in which we

* Observe – identify a real issue(s)
* Coach – develop an action plan
* Review – the coachee’s action steps and
* Improve – change what is not working and do more of what works

**OBSERVE**

**REVIEW**

**C**

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**V**

**E**

3. Please give some thought to the following prior to our first meeting

**Job Satisfaction -** On a scale from 1-10 indicate your level of job satisfaction.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |

4. What 3 things within your level of control would you like to bring closer to a 10?

1.

2.

3.

5. Coaching Principles

* You can’t change people
* You can change:  
  - Your attitude towards others  
  - Your way of influencing others  
  - Their behaviours (sometimes)